

**SHOSHONE JOINT SCHOOL DISTRICT 312**  
**61 EAST HIGHWAY 24**  
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Shoshone School District Differentiated Pay Plan Narrative

Shoshone school district, all schools k-12 will have an extended day program. This program will run the 25 minutes immediately following school each day. This program will begin the first day of school, and will end at the beginning of the state testing window. Elementary and middle school students will be required to attend the extended day program. High school students needing extra help based on previous ISAT data, or grades will be required to attend.

All certificated employees, and some selected classified employees of the district are eligible to participate. However, it is not a requirement. Those not participating are not eligible for differentiated pay. Certified staff members must decide to participate or not before the first day of school. In addition to the direct instruction with the students, those that participate are expected to be members of a grade level data team, with meetings held in the evenings to review data and plan lessons.

In order to receive the differentiated pay, staff members must (1) attend the extended day time period, and attest to such attendance on a time card. (2) Give the students the district developed 'Idaho Core Unit Test' as specified on the calendar. (3) In addition to the district developed 'Unit Tests,' each student will take 3 Plato grade level tests (IRI will be used for grades not appropriate for Plato testing) during the year. (4) The majority of the students in the extended day program will show at least a 10% improvement in Plato and 'Idaho Core Unit Test' pre to post test from the first test to the last test.

If the staff members that participate meet the criteria, they will receive hour pay stipends. The district will begin the year in this program with local funds, and if criteria are met, will use differentiated pay funds.

*We educate students to be lifelong learners and contributing citizens*

This plan was developed using our standing budget committee, presented to the school board and public during the budget process for approval.

## Extended day

**Comments:** To receive the pay, staff must 1. Stay after school to participate in extended day, 2. The majority of the students in program must meet individual improvement goals in both plato or IRI, and in district unit tests. Note: the district is supplementing the state differentiated pay fund with local funds for this program.

**Group Type:** School

**Award Type:** DOLLAR BASED AMOUNT

**Student Achievement Description:** 1. Plato/IRI 2. District unit tests 3. Teacher participation in extended hours

Benchmarks	Certified	Classified
Plato/IRI	15	3

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**Group Type:** School

**Award Type:** SHARED BASED AMOUNT

**Student Achievement Description:** 1. Plato test 2. District unit tests 3. Teacher attendance during extended day

Benchmarks	Certified	Classified
Plato	5	0

## Extended day

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**Group Type:** School

**Award Type:** DOLLAR BASED AMOUNT

**Student Achievement Description:** 1. Plato 2. District Unit tests 3. Teacher attendance during extended day period.

Benchmarks	Certified	Classified
Plato	19	2